

Buyout Priority Groups

Number of buyouts proposed: 194

NOTE: 194 separations have been identified on the competency listing which Headquarters is currently able to fund. Buyouts will be provided in the following priority order until 194 buyouts have been approved.

- Priority 1: Employees in positions where the primary competency is one of the 29 competencies identified as surplus at Headquarters AND the employee is assigned to an organization that identified the competency as surplus. Concurrence will be obtained from the losing organization prior to final approval. If applications exceed the number identified by an organization for reduction in a surplus competency, buyouts will be allowed in Federal Service Computation Date order. Excess applications will be placed in Priority 2 EXCEPT in the case where the total number identified for reduction in a surplus competency is met. In these cases, excess applications will be placed in Priority 3.
- Priority 2: Employees in positions where the primary competency is one of the 29 competencies identified as surplus at Headquarters AND the employee is assigned to an organization that did not identify the competency as surplus. This group also may include applications that exceed the number identified by an organization for reduction in a surplus competency. Approvals will be based on Federal Service Computation Date order AND concurrence of the losing organization. If applications exceed the total number identified for reduction in a surplus competency, buyouts will be allowed in Federal Service Computation Date order. Excess applications will be placed in Priority 3.
- Priority 3: Employees in positions where the primary competency is one of the 29 competencies identified as surplus at Headquarters AND the employee is assigned to any organization AND the employee application is identified as excess under Priority 1 or 2. Buyouts will be allowed in Federal Service Computation Date order, review of critical staffing needs AND concurrence of the losing organization.
- Priority 4: Employees in positions where the primary competency was not identified as surplus at Headquarters at the time the buyout plan was submitted. Buyouts will be allowed in Federal Service Computation Date order, review of critical staffing needs AND concurrence of the losing organization.